


In This issue:

- 01. CNY & Ramadhan Greetings
- 02. 2026 MD&M West Exhibition
- 03. Green Habit Project
- 04. Human of QDOS



NEWSLETTER



*Wishing you a prosperous and successful Year of the Horse.
May this new year bring you strength, vitality, and great achievements.*

May your career gallop forward with success, your family be blessed with harmony, and your life be filled with happiness and good fortune.

值此新春佳节，QDOS谨向您致以最诚挚的祝福：

愿您在新的一年里，
马到成功，事业腾飞；
身体健康，阖家幸福，万事如意！

让我们携手并进，共创辉煌！



رَمَضَانَ كَرِيمًا

As we welcome the holy month of Ramadan,
may this month strengthen our faith, increase our good
deeds, and bring peace to our hearts.

Let us fast with sincerity, pray with devotion, and show
kindness to everyone around us.

We wish all our Muslim colleagues a blessed and
meaningful Ramadan. Ramadhan Kareem.



We're happy to hear from you:



Qdos Newsletter Team
Email: newsletter@qdos.com.my

QDOS MD&M West 2026 Exhibition

3-5 February 2026 at Anaheim Convention Centre, Anaheim, CA

We were delighted to participate in MD&M West (3-5 February). The event provided an excellent platform to showcase our advanced high-end IC substrates and flexible PCB innovations, highlighting how our technologies enable next-generation electronic solutions. Thank you to everyone who visited our booth and connected with us.

We truly appreciate the engaging discussions and look forward to building strong partnerships that drive innovation forward.



GREEN HABIT PROJECT- NO PLASTIC FRIDAY! **A JOURNEY TOWARDS A GREENER EARTH BEGINS WITH NO PLASTIC DAY**

As part of our ongoing commitment to sustainability and a greener future, we are proud to launch the **Green Habit Project!**

This initiative marks the beginning of an exciting journey toward building better habits that support a healthier planet.

Stay tuned for upcoming projects and activities – **No Plastic Friday & Poster Contest** as we continue driving meaningful sustainability efforts across our workplace and community.

Every small action makes a difference. Together, let's reduce waste, make mindful choices, and create a more sustainable and environmentally responsible workplace.



How Is Plastic Handled Globally?

Recycled

-9 % Only a small fraction of plastic waste is actually recycled into new products – most ends up as low-value or downcycled material.

Landfilled / Littered

-79 % The vast majority goes to landfill or accumulates in the natural environment (including soil and oceans).

Incinerated

-12 % Some plastic waste is burned (sometimes for energy recovery), but this still releases emissions and doesn't recover material value.

What Is Our Role in Reducing Plastic Waste?

1. Reduces Plastic Waste

Even one day without plastic reduces the amount of waste going to landfills, rivers, and oceans.

2. Protects Wildlife

Less plastic means fewer animals harmed by ingestion or entanglement.

3. Raises Environmental Awareness

It reminds people how often we rely on plastic and encourages more sustainable habits.

4. Encourages Reusable Alternatives

Promotes the use of reusable bags, bottles, containers, and eco-friendly packaging.

5. Promotes Long-Term Behavior Change

Trying one day without plastic can inspire permanent lifestyle changes.

6. Supports Corporate & Community Responsibility

Companies and communities can use the day to promote sustainability programs and reduce their environmental footprint.





ESG PROJECT BLAST!

Green Habit Project & Poster Contest!

Green Habit Project "No Plastic!"

22nd April 2026



Say **NO** to
Single-Use
Plastic!



Use Reusable Items



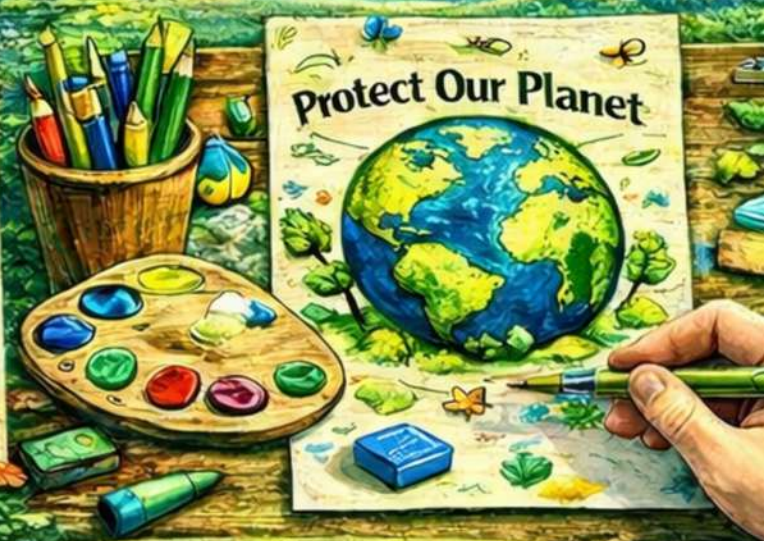
Reduce, Reuse, Recycle



Green Day Poster Contest!

Start Date: 16/3 - Last Submission: 15/4
Winner Announce: 22/4

- Save the Planet
- Eco-Friendly Habits
- Go Green!



Show the Benefits of **Green Day!**

WIN PRIZES & Help Spread Awareness!

BE CREATIVE for a **GREENER FUTURE!**



Human of QDOS



Mr Balaguru
Shanmugam

SHAPING THE FUTURE

A Conversation with Our VP of FPC Operations

Sustainable success comes from getting the basics right — every day, without compromise

Small Decisions, Big Impact

While strategic initiatives capture attention, it is the **daily operational decisions** that shape QDOS's long-term success.

- Standardizing work instructions
- Investing in practical equipment
- Upgrading production systems

Over time, these actions build:

- ✓ Consistency
- ✓ Scalability
- ✓ Resilience

A Defining Career Lesson

Earlier in his career, rapid business growth outpaced operational maturity. Initial results were strong — but gaps in systems and people development surfaced.

Key Lessons:

- Speed alone does not sustain success
- Strong processes enable growth
- Capable teams drive execution
- A clear roadmap keeps us competitive

Leadership Principle “Focus on Fundamentals.”

- ✓ Customer focus
- ✓ Operational discipline
- ✓ Financial control
- ✓ People development

Strong fundamentals enable confident navigation through uncertainty.

Empowering Future-Forward Thinkers

Future leaders demonstrate:

- 🚩 Ownership
- 🔍 Curiosity
- 🎯 Responsibility for quality
- 🌍 Big-picture thinking

Empowerment comes through trust, responsibility, and opportunity.

The Road Ahead: Digitalization & Smart Manufacturing

Our key focus areas include:

- ✓ Data integration
- ✓ Automation expansion
- ✓ Real-time quality monitoring
- ✓ Enhanced traceability
- ✓ Improved responsiveness

These initiatives position QDOS as a **high-reliability, future-ready** manufacturing partner.



Sustainable success is achieved through teamwork, trust, and continuous learning.